

FORM EXEMPT UNDER 44 U.S.C. 3512

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 32-CA-128219

Date Filed 5/7/2014

## INSTRUCTIONS:

File an original with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring

| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT  |  |  |  |
|---|--|--|--|
| a. Name of Employer<br>Mills College  |  | b. Tel. No. (510) 430-2094                                     |  |
|   |  | c. Cell No.  |  |
|   |  | f. Fax No. (510) 430-2256                                      |  |
| d. Address (Street, city, state, and ZIP code)<br>5000 MacArthur Blvd<br>Oakland, CA 94613  |  | e. Employer Representative<br>Alecia A. DeCoudreaux, President |  |
|   |  | g. e-Mail  |  |
|   |  | h. Number of workers employed<br>Approx 104                    |  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Private Liberal Arts College  |  | j. Identify principal product or service<br>Higher Education   |  |
| k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.   |  |  |  |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)<br>On (b) (6), (b) (7)(C) 2014 (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) employed by Mills College, was offered teaching employment by Mills for Fall semester of 2014. (b) (6), (b) (7)(C) is a member of the Union (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) name has appeared on Union flyers. Subsequently, on or about (b) (6), (b) (7)(C) 2014, Mills withdrew the offer of employment it had made to (b) (6), (b) (7)(C) because of protected concerted activity. |  |  |  |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number)<br>Service Employees International Union, Local 1021   |  |  |  |
| 4a. Address (Street and number, city, state, and ZIP code)<br>155 Myrtle Street, Oakland, C 94607   |  | 4b. Tel. No. (510) 350-9811                                    |  |
|   |  | 4c. Cell No.   |  |
|   |  | 4d. Fax No. (510) 350-452-0944                                 |  |
|   |  | 4e. e-Mail   |  |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)<br>Service Employees International Union  |  |  |  |
| 6. DECLARATION<br>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.<br>By <u>Robert E. Szykowny</u><br>(signature of representative or person making charge)   |  | Tel. No. (510) 337-1001  |  |
|   |  | Office, if any, Cell No.                                       |  |
|   |  | Fax No. (510) 337-1023   |  |
| Address: 1001 Marina Village Parkway, Suite 200, Alameda, CA 94501  |  | e-Mail   |  |
|   |  | May 6, 2014<br>(date)  |  |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 32  
1301 Clay St Ste 300N  
Oakland, CA 94612-5224

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (510)637-3300  
Fax: (510)637-3315

June 18, 2014

ROBERT E. SZYKOWNY, Attorney  
WEINBERG ROGER & ROSENFELD  
1001 MARINA VILLAGE PARKWAY  
SUITE 200  
ALAMEDA, CA 94501

DULCE ARMENDARIZ  
SERVICE EMPLOYEES INTERNATIONAL  
UNION, LOCAL 1021  
155 MYRTLE STREET  
OAKLAND, CA 94607

Re: Mills College  
Case 32-CA-128219

Dear Mr. SZYKOWNY and Ms. ARMENDARIZ:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

GEORGE VELASTEGUI  
Regional Director

cc: ALECIA A. DECOUDREAUX,  
PRESIDENT  
MILLS COLLEGE  
5000 MACARTHUR BOULEVARD  
OAKLAND, CA 94613

NATASHA BAKER, ESQ.  
HIRSCHFELD KRAEMER LLP  
505 MONTGOMER STREET  
13TH FLOOR  
SAN FRANCISCO, CA 94111

STEPHEN J. HIRSCHFELD, ESQ.  
HIRSCHFELD KRAEMER LLP  
505 MONTGOMERY ST FL 13  
SAN FRANCISCO, CA 94111-2551



UNITED STATES GOVERNMENT  
**NATIONAL LABOR RELATIONS BOARD**  
OFFICE OF THE GENERAL COUNSEL  
Washington, D.C. 20570

January 9, 2015

ANNE I. YEN, ESQ.  
WEINBERG, ROGER & ROSENFELD  
1001 MARINA VILLAGE PKWY STE 200  
ALAMEDA, CA 94501-6430

Re: Mills College  
Cases 32-CA-131998  
32-CA-132036

Dear Ms. Yen:

This Office has carefully considered your appeal. We agree with the Acting Regional Director's determination and deny the appeal substantially for the reasons set forth in her letter dated August 22, 2014.

With regard to Case No. 32-CA-131998, our review of the evidence did not disclose that the Employer's decision to eliminate bargaining unit employee (b) (6), (b) (7)(C) non-unit position as (b) (6), (b) (7)(C) was based upon unlawful considerations prohibited by Section 8(a)(3) of the National Labor Relations Act. Rather, and in absence of any evidence of animus, the evidence demonstrates that the Employer's decision was motivated by legitimate business considerations associated with its pre-union election decision affecting administrative staffing levels across several departments involving a number of non-bargaining unit positions.

In addition, you contend on appeal that the Employer violated Section 8(a)(5) of the Act by failing to give the Union notice and an opportunity to bargain with the Union regarding the elimination of (b) (6), (b) (7)(C) position. However, the evidence fails to support your contention that the Employer had an obligation to bargain under the Act about (b) (6), (b) (7)(C) position. Contrary to your assertion, the recently certified bargaining unit does not include (b) (6), (b) (7)(C) position, and the case law cited on appeal in support of your argument were deemed factually distinguishable from the non-bargaining unit position or duties of (b) (6), (b) (7)(C) position.

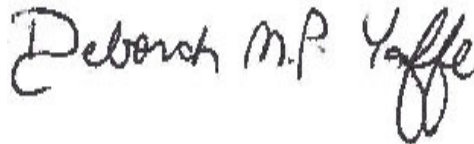
With regard to Case No. 32-CA-132036, the evidence disclosed that the Employer's unilateral decision to change the minimum student enrollment for classes taught by bargaining unit non-tenured employees was made prior to the date of the representation election. Consequently, the decision was made at a time when the Employer was not obligated to bargain with the Union as the exclusive collective-bargaining representative of its employees. Under these circumstances, the evidence does not support your contention that the Employer's unilateral change to the

minimum student class enrollment requirement was violative of Section 8(a)(5) of the Act, as alleged.

Accordingly, further proceedings concerning the instant appeal are unwarranted.

Sincerely,

Richard F. Griffin, Jr.  
General Counsel

By: 

---

Deborah M.P. Yaffe, Director  
Office of Appeals

cc: GEORGE VELASTEGUI  
REGIONAL DIRECTOR  
NATIONAL LABOR RELATIONS  
BOARD  
1301 CLAY ST STE 300N  
OAKLAND, CA 94612-5224

KIMBERLY PHILLIPS PROVOST  
MILLS COLLEGE  
5000 MACARTHUR BLVD  
OAKLAND, CA 94613

CARMEN PLAZA DE JENNINGS, ESQ.  
HIRSCHFELD KRAEMER LLP  
505 MONTGOMERY ST FL 13  
SAN FRANCISCO, CA 94111-2551

KIM CANTACESSI  
SERVICE EMPLOYEES  
INTERNATIONAL UNION LOCAL 1021  
100 OAK ST  
OAKLAND, CA 94607

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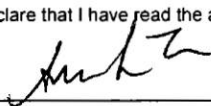
INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 32-CA-131998 Date Filed 6/26/2014

## INSTRUCTIONS:

File an original with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring

|  |  |  |  |
|--|--|--|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT   |  |  |  |
| a. Name of Employer<br>Mills College   |  | b. Tel. No. (510) 430-2094                                   |  |
|  |  | c. Cell No.  |  |
|  |  | f. Fax No. (510) 430-2256                                    |  |
| d. Address (Street, city, state, and ZIP code)<br>5000 MacArthur Blvd., Oakland, California 94613  |  | e. Employer Representative<br>Kimberly Phillips Provost      |  |
|  |  | g. e-Mail  |  |
|  |  | h. Number of workers employed<br>Approx. 104                 |  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Private Liberal Arts College   |  | j. Identify principal product or service<br>Higher Education |  |
| k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) subsections (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.  |  |  |  |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)<br><br>Within the last six months the employer retaliated against, and discriminated against union activist and represented employee, Stephanie Young for engaging in protected activities by reducing her position. In addition, the employer engaged in direct dealing and a unilateral change by reducing Young's position. |  |  |  |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number)<br>Service Employees International Union, Local 1021  |  |  |  |
| 4a. Address (Street and number, city, state, and ZIP code)<br>100 Oak Street, Oakland, CA 94607  |  | 4b. Tel. No (510) 499-1464                                   |  |
|  |  | 4c. Cell No.   |  |
|  |  | 4d. Fax No. (510) 451-6928                                   |  |
|  |  | 4e. e-Mail<br>kim.cantaccess@seiu1021.org                    |  |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)<br>Service Employees International Union   |  |  |  |
| 6. DECLARATION<br><br>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.<br><br>By <br>(signature of representative or person making charge)  |  | Tel. No. (510) 337-1001                                      |  |
|  |  | Office, if any, Cell No.                                     |  |
| Anne I Yen<br>(Print/type name and title or office, if any)  |  | Fax No. (510) 337-1023                                       |  |
| Address Weinberg, Roger & Rosenfeld<br><br>1001 Marina Village Parkway, Suite 200, Alameda, CA 94501   |  | e-Mail<br>ayen@unioncounsel.net                              |  |
| June 25, 2014<br>(date)  |  | ALAMEDA, CA. JUN 26 PM 1:17                                  |  |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 32  
1301 Clay St Ste 300N  
Oakland, CA 94612-5224

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (510)637-3300  
Fax: (510)637-3315

August 22, 2014

ANNE I. YEN, ESQ.  
WEINBERG, ROGER & ROSENFELD  
1001 MARINA VILLAGE PKWY, STE 200  
ALAMEDA, CA 94501

Re: Mills College  
Cases 32-CA-131998 and 32-CA-132036

Dear Ms. YEN:

We have carefully investigated and considered your charges that MILLS COLLEGE has violated the National Labor Relations Act.

**Decision to Dismiss:** The charge in Case 32-CA-131998, as elaborated upon during the investigation, alleges that the Employer violated Section 8(a)(1) and (3) of the Act by eliminating a bargaining unit employee's duties as (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) union and/or protected, concerted activities. Contrary to the charge's allegations, the evidence was insufficient to establish that the Employer's decision to eliminate (b) (6), (b) (7)(C) position was based upon any unlawful considerations or animus towards the employee because of (b) (6), (b) (7)(C) union and/or protected activities. Rather, the evidence established that the Employer's decision to eliminate (b) (6), (b) (7)(C) position was motivated by legitimate business considerations associated with the Employer's overall restructuring of at least twenty positions in response to its projected budget shortfall.

This charge also alleges that the Employer violated Section 8(a)(5) of the Act failing to give the Union notice and an opportunity to bargain with the Union regarding the elimination of (b) (6), (b) (7)(C) position and by direct dealing with the employee over this change. Contrary to these allegations, the investigation revealed that the Employer did not have an obligation to bargain with the Union over its decision because (b) (6), (b) (7)(C) position is not included in the bargaining unit certified in Case 32-RC-125058. As such, the Employer had no duty to bargain with the Union over the decision or the effects of the decision to eliminate the employee's (b) (6), (b) (7)(C) duties. Further, the evidence failed to establish that the Employer engaged in direct dealing with the employee regarding its (b) (6), (b) (7)(C) elimination decision, as it did not attempt to bargain or negotiate with (b) (6), (b) (7)(C) over this change. Accordingly, there is no basis to conclude that the Employer has violated Section 8(a)(5) of the Act in any regard, and I am, therefore, dismissing this charge in its entirety.

The charge in Case 32-CA-132036, as elaborated upon during the investigation, alleges that the Employer unilaterally implemented new minimum student enrollment requirements without first providing the Union with notice and an opportunity to bargain. The investigation established that the Employer finalized its decision regarding minimum student enrollment requirements before May 14, 2014, the date of the representation election in Case 32-RC-

125058 wherein a majority of the unit employees selected the Union as their exclusive collective-bargaining representative. Even assuming that the Employer made a change from its past practice regarding the minimum student enrollment requirements, and that the matter would otherwise constitute a mandatory subject of bargaining, the Employer did not have an obligation to bargain with the Union when the decision was made. In these circumstances, there is an insufficient basis to conclude that the Employer failed to bargain in good faith with the Union. Accordingly, I am dismissing the charge in this case.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at [www.nlr.gov](http://www.nlr.gov). However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at [www.nlr.gov](http://www.nlr.gov), click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

**Appeal Due Date:** The appeal is due on September 5, 2014. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than September 4, 2014. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before** September 5, 2014. The request may be filed electronically through the **E-File Documents** link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after September 5, 2014, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is

successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ VALERIE HARDY-MAHONEY

VALERIE HARDY-MAHONEY  
Acting Regional Director

Enclosure

cc: KIMBERLY PHILLIPS PROVOST  
MILLS COLLEGE  
5000 MACARTHUR BOULEVARD  
OAKLAND, CA 94613

CARMEN PLAZA DE JENNINGS, ESQ.  
HIRSCHFELD KRAEMER LLP  
505 MONTGOMERY ST FL 13  
SAN FRANCISCO, CA 94111-2551

KIM CANTACESSI  
SERVICE EMPLOYEES  
INTERNATIONAL UNION LOCAL  
1021  
100 OAK STREET  
OAKLAND, CA 94607



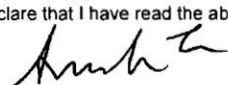
INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 32-CA-132009 Date Filed 6/26/2014

## INSTRUCTIONS:

File an original with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring

|  |   |  |
|--|---|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT   |   |  |
| a. Name of Employer<br>Mills College   |   | b. Tel. No. (510) 430-2094                   |
|  |   | c. Cell No.                                  |
|  |   | f. Fax No. (510) 430-2256                    |
| d. Address (Street, city, state, and ZIP code)<br>5000 MacArthur Blvd., Oakland, California 94613  | e. Employer Representative<br>Kimberly Phillips Provost   | g. e-Mail                                    |
|  |   | h. Number of workers employed<br>Approx. 104 |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Private Liberal Arts College   | Identify principal product or service<br>Higher Education |  |
| k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act. |   |  |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)<br><br>Within the last six months the employer has engaged in direct dealing and unilateral changes of represented employees hours without giving the Union advanced notice and opportunity to bargain.  |   |  |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number)<br>Service Employees International Union, Local 1021  |   |  |
| 4a. Address (Street and number, city, state, and ZIP code)<br>100 Oak Street, Oakland, CA 94607  |   | 4b. Tel. No. (510) 499-1464                  |
|  |   | 4c. Cell No.                                 |
|  |   | 4d. Fax No. (510) 451-6928                   |
|  |   | 4e. e-Mail<br>kim.cantacessi@seiu1021.org    |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)<br>Service Employees International Union   |   |  |
| 6. DECLARATION<br><br>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.<br><br>By  Anne I. Yen<br>(signature of representative or person making charge) (Print/type name and title or office, if any)  |   | Tel. No. (510) 337-2001                      |
|  |   | Office, if any, Cell No.                     |
|  |   | Fax No. (510) 337-4023                       |
| Address Weinberg, Roger & Rosenfeld<br><br>1001 Marina Village Parkway, Suite 200, Alameda, CA 94501   |   | e-Mail<br>ayen@unioncounsel.net              |
| June 25, 2014<br>(date)  |   |  |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 32  
1301 Clay St Ste 300N  
Oakland, CA 94612-5224

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (510)637-3300  
Fax: (510)637-3315

July 10, 2014

ANNE I. YEN, Attorney  
WEINBERG ROGER & ROSENFELD  
1001 MARINA VILLAGE PKWY  
STE 200  
ALAMEDA, CA 94501-6430

KIM CANTACESSI  
SERVICE EMPLOYEES INTERNATIONAL  
UNION LOCAL 1021  
100 OAK STREET  
OAKLAND, CA 94607

Re: Mills College  
Case 32-CA-132009

Dear Ms. YEN and Ms. CANTACESSI:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

GEORGE VELASTEGUI  
Regional Director

cc: KIMBERLY PHILLIPS PROVOST  
MILLS COLLEGE  
5000 MACARTHUR BOULEVARD  
OAKLAND, CA 94613

CARMEN PLAZA DE JENNINGS, ESQ.  
HIRSCHFELD KRAEMER LLP  
505 MONTGOMERY ST FL 13  
SAN FRANCISCO, CA 94111-2551

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CHARGE AGAINST EMPLOYER

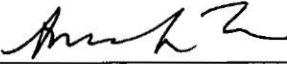
DO NOT WRITE IN THIS SPACE

Case 3:20-ca-01320-36

Date Filed 6/26/2014

## INSTRUCTIONS:

File an original with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring

|  |  |  |  |
|--|--|--|--|
| <b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>  |  |  |  |
| a. Name of Employer<br><br>Mills College   |  | b. Tel. No. (510) 430-2094                                   |  |
|  |  | c. Cell No.  |  |
|  |  | f. Fax No. (510) 430-2256                                    |  |
| d. Address (Street, city, state, and ZIP code)<br>5000 MacArthur Blvd., Oakland, California 94613  |  | e. Employer Representative<br>Kimberly Phillips Provost      |  |
|  |  | g. e-Mail  |  |
|  |  | h. Number of workers employed<br>Approx. 104                 |  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Private Liberal Arts College   |  | j. Identify principal product or service<br>Higher Education |  |
| k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.   |  |  |  |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)<br><br>Within the last six months the employer adopted and implemented a unilateral change in policy affecting the hours, terms and conditions of employment by requiring a minimum enrollment of ten students for a represented employee to teach a class without providing the Union with advanced notice and opportunity to bargain |  |  |  |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number)<br>Service Employees International Union, Local 1021  |  |  |  |
| 4a. Address (Street and number, city, state, and ZIP code)<br>100 Oak Street, Oakland, CA 94607  |  | 4b. Tel No. (510) 499-1464                                   |  |
|  |  | 4c. Cell No.   |  |
|  |  | 4d. Fax No. (510) 451-6928                                   |  |
|  |  | 4e. e-Mail<br>kim.cantacessi@seiu1021.org                    |  |
| 5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)<br>Service Employees International Union  |  |  |  |
| <b>6 DECLARATION</b>   |  | Tel. No. (510) 337-1001                                      |  |
| I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.   |  | Office, if any, Cell No.                                     |  |
| By <br>(signature of representative or person making charge)  |  | Fax No. (510) 337-1023                                       |  |
| Anne I Yen<br>(Print/type name and title or office, if any)  |  | e-Mail<br>ayen@unioncounsel.net                              |  |
| Address Weinberg, Roger & Rosenfeld  |  | JUN 26 1:08 PM '14<br>OAKLAND, CA.                           |  |
| 1001 Marina Village Parkway, Suite 200, Alameda, CA 94501  |  | June 25, 2014<br>(date)                                      |  |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case **32-CA-281222**Date Filed **08/11/2021****INSTRUCTIONS:**

File an original with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring

| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT   |   |   |
|--|---|---|
| a. Name of Employer<br><br>MILLS COLLEGE   |   | b. Tel. No. (510) 430-2333  |
|  |   | c. Cell No.   |
|  |   | f. Fax No. (510) 430-2256   |
| d. Address (Street, city, state, and ZIP code)<br><br>5000 MACARTHUR BLVD.<br>OAKLAND, CA 94613  | e. Employer Representative<br><br>Kamala Green, Associate Vice<br>President for Human Resources | g. e-Mail<br><a href="mailto:kagreen@mills.edu">kagreen@mills.edu</a><br>h. Number of workers employed  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br><br>College  | j. Identify principal product or service<br><br>Education                                       |   |
| k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.   |   |   |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)<br><br>Within the six months immediately preceding the filing of this charge, the above-named employer, by and through its officers and/or agents, violated Sections 8(a)(1) and 8(a)(5) of the Act when it bargained in bad faith by failing and refusing to implement agreed upon wage increases and retirement savings match and/or by unilaterally repudiating the parties' agreement to implement the long overdue wage increases and reinstate the retirement savings match. |   |   |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number)<br><br>Service Employees International Union, Local 1021  |   |   |
| 4a. Address (Street and number, city, state, and ZIP code)<br><br>447 29 <sup>th</sup> Street, Oakland, CA 94609   |   | 4b. Tel. No. (510) 350-9811   |
|  |   | 4c. Cell No.  |
|  |   | 4d. Fax No.   |
|  |   | 4e. e-Mail  |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)<br>Service Employees International Union   |   |   |
| 6. DECLARATION<br><br>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.<br><br><br><br>(signature of representative or person making charge)   |   | Tel. No. (510) 337-1001<br>Office, if any, Cell No.<br><br>Fax No. (510) 337-1023<br><br>e-Mail<br><a href="mailto:mboigues@unioncounsel.net">mboigues@unioncounsel.net</a><br><a href="mailto:nlrbotices@unioncounsel.net">nlrbotices@unioncounsel.net</a> |
| Manuel A. Boigues, Union Attorney<br><br>(Print/type name and title or office, if any)   |   |   |
| Address: 1375 55 <sup>th</sup> Street, Emeryville, CA 94608<br><br>August 11, 2021<br><br>(date)   |   |   |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 20  
901 Market Street, Suite 400  
San Francisco, CA 94103-1738

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (415)356-5130  
Fax: (415)356-5156

October 14, 2021

Michael J. Vartain  
Vartain Law Group, P.C.  
601 Montgomery Street, Suite 780  
San Francisco, CA 94111

Re: Mills College  
Case 32-CA-281222

Dear Mr. Vartain:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

JILL H. COFFMAN  
Regional Director

cc: Manuel A. Boigues, Attorney at Law  
Weinberg Roger & Rosenfeld  
1375 55th Street  
Emeryville, CA 94608

Service Employees International Union, Local 1021  
447 29th Street  
Oakland, CA 94609

Kamala Green  
Associate Vice President for Human Resources  
Mills College  
5000 MacArthur Blvd  
Oakland, CA 94613

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 32-A-281799

Date Filed 8/19/2021

## INSTRUCTIONS:

File an original with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring

| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT   |   |   |
|--|---|---|
| a. Name of Employer<br><br>MILLS COLLEGE   |   | b. Tel. No. (510) 430-2333  |
|  |   | c. Cell No.   |
|  |   | f. Fax No. (510) 430-2256   |
| d. Address (Street, city, state, and ZIP code)<br><br>5000 MACARTHUR BLVD.<br>OAKLAND, CA 94613  | e. Employer Representative<br><br>Kamala Green, Associate Vice<br>President for Human Resources | g. e-Mail<br><a href="mailto:kagreen@mills.edu">kagreen@mills.edu</a><br>h. Number of workers employed  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br><br>College  | j. Identify principal product or service<br><br>Education                                       |   |
| k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.   |   |   |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)<br><br>Within the six months immediately preceding the filing of this charge, the above-named employer, by and through its officers and/or agents, violated Sections 8(a)(1) and 8(a)(5) of the Act when it bargained in bad faith by failing and refusing to bargain about the announced decision and/or the effects of the decision to merge or close the college. |   |   |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number)<br><br>Service Employees International Union, Local 1021  |   |   |
| 4a. Address (Street and number, city, state, and ZIP code)<br><br>447 29 <sup>th</sup> Street, Oakland, CA 94609   |   | 4b. Tel. No. (510) 350-9811   |
|  |   | 4c. Cell No.  |
|  |   | 4d. Fax No.   |
|  |   | 4e. e-Mail  |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)<br>Service Employees International Union   |   |   |
| 6. DECLARATION<br><br>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.<br><br><br><br>(signature of representative or person making charge)   |   | Tel. No. (510) 337-1001<br>Office, if any, Cell No.<br><br>Fax No. (510) 337-1023<br><br>e-Mail<br><a href="mailto:mboigues@unioncounsel.net">mboigues@unioncounsel.net</a><br><a href="mailto:nlrbotices@unioncounsel.net">nlrbotices@unioncounsel.net</a> |
| Manuel A. Boigues, Union Attorney<br><br>(Print/type name and title or office, if any)   |   |   |
| Address: 1375 55 <sup>th</sup> Street, Emeryville, CA 94608<br><br>August 18, 2021<br><br>(date)   |   |   |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 20  
901 Market Street, Suite 400  
San Francisco, CA 94103-1738

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (415)356-5130  
Fax: (415)356-5156

October 5, 2021

Michael J. Vartain, ESQ., Attorney  
Vartain Law Group PC  
601 Montgomery Street Suite 780  
San Francisco, CA 94111-2608

Re: Mills College  
Case 32-CA-281799

Dear Mr. Vartain:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

A handwritten signature in black ink that reads "Jill H. Coffman". The signature is fluid and cursive.

JILL H. COFFMAN  
Regional Director

cc: Kamala Green, Associate Vice President for Human Resources  
Mills College  
5000 MacArthur Blvd  
Oakland, CA 94613

Manuel A. Boigues, Attorney at Law  
Weinberg, Roger & Rosenfeld  
1375 55th Street  
Emeryville, CA 94608

Service Employees International Union, Local 1021  
447 29th Street  
Oakland, CA 94609

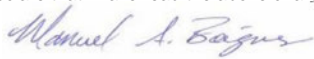
UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case 32-CA-290914

Date Filed 02-18-2022

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring

| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT   |   |  |
|--|---|--|
| a. Name of Employer<br><b>MILLS COLLEGE</b>  |   | b. Tel. No. (510) 430-2333   |
|  |   | c. Cell No.  |
|  |   | f. Fax No. (510) 430-2256  |
| d. Address (Street, city, state, and ZIP code)<br><b>5000 MACARTHUR BLVD.<br/>OAKLAND, CA 94613</b>  | e. Employer Representative<br><b>Kamala Green, Associate Vice<br/>President for Human Resources</b> | g. e-Mail<br><a href="mailto:kagreen@mills.edu">kagreen@mills.edu</a>  |
| h. Number of workers employed  |   |  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br><b>College</b>   | j. Identify principal product or service<br><b>Education</b>  |  |
| k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.   |   |  |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)<br><br>Within the six months immediately preceding the filing of this charge, the above-named employer, by and through its officers and/or agents, violated Sections 8(a)(1) and 8(a)(5) of the Act when it bargained in bad faith by failing and refusing to produce and/or unreasonably delaying the production of requested information that is necessary and relevant to negotiations. |   |  |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number)<br><b>Service Employees International Union, Local 1021</b>   |   |  |
| 4a. Address (Street and number, city, state, and ZIP code)<br><b>447 29<sup>th</sup> Street, Oakland, CA 94609</b>   |   | 4b. Tel. No. (510) 350-9811  |
|  |   | 4c. Cell No.   |
|  |   | 4d. Fax No.  |
|  |   | 4e. e-Mail   |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)<br><b>Service Employees International Union</b>  |   |  |
| 6. DECLARATION<br><br>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.<br><br><br><br>(signature of representative or person making charge)   |   | Tel. No. (510) 337-1001  |
| Manuel A. Boigues, Union Attorney<br><br>(Print/type name and title or office, if any)   |   | Office, if any, Cell No.   |
|  |   | Fax No. (510) 337-1023   |
| Address: 1375 55 <sup>th</sup> Street, Emeryville, CA 94608  |   | e-Mail<br><a href="mailto:mboigues@unioncounsel.net">mboigues@unioncounsel.net</a><br><a href="mailto:nlrbotices@unioncounsel.net">nlrbotices@unioncounsel.net</a> |
| February 17, 2022<br>(date)  |   |  |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

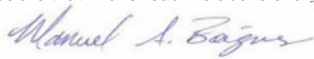


UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case **32-CA-294740**Date Filed **04-25-2022****INSTRUCTIONS:**

File an original with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring

| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT  |   |  |
|---|---|--|
| a. Name of Employer<br><b>MILLS COLLEGE</b>   |   | b. Tel. No. (510) 430-2333   |
|   |   | c. Cell No.  |
|   |   | f. Fax No. (510) 430-2256  |
| d. Address (Street, city, state, and ZIP code)<br><b>5000 MACARTHUR BLVD.<br/>OAKLAND, CA 94613</b>   | e. Employer Representative<br><b>Kamala Green, Associate Vice<br/>President for Human Resources</b> | g. e-Mail<br><a href="mailto:kagreen@mills.edu">kagreen@mills.edu</a>  |
| h. Number of workers employed   |   |  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br><b>College</b>  | j. Identify principal product or service<br><b>Education</b>  |  |
| k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.   |   |  |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)<br><br>Within the six months immediately preceding the filing of this charge, the above-named employer, by and through its officers and/or agents, violated Sections 8(a)(1), 8(a)(5), and/or 8(d) of the Act when it bargained in bad faith by having its (b) (6), (b) (7)(C) engage in regressive bargaining and/or by having its (b) (6), (b) (7)(C) repudiate and/or refuse to sign tentative agreements. |   |  |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number)<br><b>Service Employees International Union, Local 1021</b>  |   |  |
| 4a. Address (Street and number, city, state, and ZIP code)<br><b>447 29<sup>th</sup> Street, Oakland, CA 94609</b>  |   | 4b. Tel. No. (510) 350-9811  |
|   |   | 4c. Cell No.   |
|   |   | 4d. Fax No.  |
|   |   | 4e. e-Mail   |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)<br><b>Service Employees International Union</b>   |   |  |
| 6. DECLARATION<br><br>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.<br><br><br><br>(signature of representative or person making charge)  |   | Tel. No. (510) 337-1001  |
| Manuel A. Boigues, Union Attorney<br><br>(Print/type name and title or office, if any)  |   | Office, if any, Cell No.   |
|   |   | Fax No. (510) 337-1023   |
| Address: 1375 55 <sup>th</sup> Street, Emeryville, CA 94608   |   | e-Mail<br><a href="mailto:mboigues@unioncounsel.net">mboigues@unioncounsel.net</a><br><a href="mailto:nlrbotices@unioncounsel.net">nlrbotices@unioncounsel.net</a> |
| April 25, 2022<br>(date)  |   |  |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**